

PUBLIC FILE REPORT – AUGUST 1, 2020 THROUGH JULY 31, 2021

As a licensee of the Federal Communications Commission, Redwood Empire Stereocasters affords equal employment opportunity without regard to race, color, religion, national origin, or sex.

NOTE: Beginning in March of 2020 the State of California was shut down due to the pandemic. This had a significant effect on the operations, personnel and recruitment activities of the employment unit. When restrictions were eased, a position was opened in May 2021, recruitment process began again.

EEO Annual Report for Redwood Empire Stereocasters

This Annual EEO Report is filed on behalf of KZST (FM), KBBL (FM), KJZY (FM) and KWVF (FM), (the “Stations”) in compliance with the FCC’s EEO reporting requirements. KZST, KBBL, KJZY and KWVF, owned by Redwood Empire Stereocasters, share at least one employee. Thus, FCC rules deem the Stations a “single employment unit” and require the filing of a joint report. This report includes information from August 1, 2020, through July 31, 2021, and will be placed in the Stations’ public files on the FCC website and on the Stations’ respective websites.

Job Vacancy Information

KZST, KBBL, KJZY and KWVF are equal opportunity employers that are committed to meeting the Stations’ EEO obligations. All full-time job vacancies are posted with several sources, including national and local minority organizations, schools, newspapers, and help-wanted and industry websites. The Stations’ list of recruitment sources has been updated to include email addresses and will be used to notify potential applicants for full-time positions. The Stations will continue to actively seek out new sources. The Stations encourage organizations that distribute employment information or refer prospective candidates to contact us so that they may be placed on our mailing list to receive notification of future vacancies. The Stations will broadcast announcements four times a year in rotating dayparts inviting interested organizations to be added to our recruitment list. Notices on the Stations’ websites extend a similar invitation.

Long-Term Recruitment Measures

The Stations participate in long-term recruitment measures both individually and together. Job/Career Fairs are attended by Stations’ General Manager, Sales Manager (Regional or Local) and/or Business Manager; and if another specific opening exists, the appropriate department head attends.

The Stations participate in other Job Fairs in the Sonoma County area when needed. The Stations participate in Career Days at local schools, particularly at Sonoma State University and Santa Rosa Junior College when invited.

As a member of the Sonoma County EAC (Employer Advisory Council) the stations have several benefits in the workforce development. The EAC supports local workforce development efforts including sponsorship of job fairs and veterans' outreach programs.

Job Fairs/Career Days attended during the period:

Sonoma Job Connections Virtual Job Fair – May 17, 2021 through May 21, 2021
Charles M Schulz Sonoma County Airport Job Fair (in person) – July 20, 2021

Seminars/Job/Career Fairs co-sponsored:

None during this period

Internships Offered during the period:

Due to the Pandemic, no internships were available during this period.

Station Tours designed to provoke interest in careers in broadcasting:

Due to the Pandemic no tours were available during this period.

OUTREACH LISTING

The Stations furnish job listings to the following organizations that distribute information about employment opportunities to job seekers:

Santa Rosa Junior College, Student Employment

Fax: 707-522-2450
Phone: 707-522-4476
Address: 1501 Mendocino Avenue, Santa Rosa, CA 95401
Contact: Toby, Student Employment Specialist
Email: jobs posted online
Website: www.santarosa.edu/stuemp/jobs

Santa Rosa Junior College, Career Center

Fax: 707-527-4690
Phone: 707-522-2717
Address: 1501 Mendocino Avenue, Santa Rosa, CA 95401
Contact: Career Advisor
Email: jobs posted online
Website: www.santarosa.edu/career

Sonoma State University Career Center

Website: www.handshake.com

Healdsburg Chamber of Commerce & Visitors Center

Phone: 707-433-6935

Fax: 707-433-7562

Address: 217 Healdsburg Avenue, Healdsburg, CA 95448

Contact: Carla Howell

Email: Carla@healdsburg.com

Website: www.healdsburg.com

Hispanic Chamber of Commerce Marin County

Phone: 415-721-9686

Fax: email only

Address: P. O. Box 4423, San Rafael, CA 94913

Contact:

Email: info@hccmarin.com

Website: www.hccmarin.com

Hispanic Chamber of Commerce Sonoma County

Phone: 707-575-3648

Fax: 707-575-3693

Address: 3033 Cleveland Avenue #306, Santa Rosa, CA 95403

Contact:

Email:

Website: www.hcc-sc-org

Website: www.napachamber.com

Napa County Hispanic Chamber of Commerce

Phone: 707-363-6537

Fax: 707-226-1071

Address: P. O. Box 6647, Napa, CA 94581

Contact: Marisa Loza

Email: marisa.loza@sbcglobal.net

Website: www.napacountyhcc.com

Petaluma Area Chamber of Commerce

Phone: 707-762-2785

Fax: 707-762-4721

Address: 6 Petaluma Blvd North #A-2, Petaluma, CA 94952

Contact:

Email:

Website: www.petalumachamber.com

Rohnert Park Chamber of Commerce

Phone: 707-584-1415
Fax: 707-584-2945
Address: 101 Golf Course Drive #C-7, Rohnert Park, CA 94928
Contact: Lisa Bagwell
Email: info@rohnertparkchamber.org
Website: www.rohnertparkchamber.org

Santa Rosa Chamber of Commerce

Phone: 707-545-1414
Fax: 707-545-6914
Address: 1260 N. Dutton Avenue #272, Santa Rosa, CA 95401
Contact: Jonathan Coe
Email: jonathanc@santarosachamber.com
Website: www.santarosachamber.com

Sebastopol Area Chamber of Commerce

Phone: 707-823-3032
Fax: 707-823-8439
Address: 265 South Main Street, Sebastopol, CA 95472
Contact: Teresa Ramondo
Email: chamber@sebastopol.org
Website: www.sebastopol.org

Windsor Chamber of Commerce and Visitors Center

Phone: 707-838-7285
Fax: 707-838-2778
Address: 9001 Windsor Road, Windsor, CA 95492
Contact: Christine Tevini
Email: info@windsorchamber.com
Website: www.windsorchamber.com

Employment Development Department

Fax: 707-576-2859
Phone/office: 707-576-2014
Phone/cell: 707-758-0530
Contact:
Email: info@edd.ca.gov
Website: www.edd.ca.gov

Sonoma County Job Link – Sonoma County Human Services Department
& Sonoma County Workforce Investment Board

Fax: 707-565-5555
Phone: 707-565-5550

Address: 2227 Capricorn Way Suite 100, Santa Rosa, CA 95407
Contact: Eric Rittenhouse (565-5665) Resource Room (565-5578)
Email: erittenhouse@schsd.org
Website: www.joblinksonomacounty.org
Good Will Industries
Sonoma Works
Department of Rehabilitation
Experience Works
Economic Development Board
Community Family Service Agency

Marin County Workforce Investment Board/Employment Connection

Fax: email only
Phone: 415-473-3300
Address: 120 N. Redwood Drive, San Rafael, CA 94903
Contact: Racy Ming/Jennifer Gotti
Email: info@marinemployment.org
Website: www.marinemployment.org

YWCA of Sonoma County

Fax: 707-546-0969
Phone: 707-546-9922
Address: 2255 Challenger Way, Santa Rosa, CA 95407
Contact: Career Counselor
Email: fax only
Website: www.ywca.org

LDS Employment Service

Fax: email only
Phone: 707-573-1324
Address: 1500 Northpoint Parkway, Santa Rosa, CA 95407
Contact: Volunteers
Email: ldsemploysr@gmail.com
Website: www.lds.org/employment

The Stations furnish job listings to the following website job posting sources that distribute information about employment opportunities to job seekers:

Redwood Empire Stereocasters websites:

KZST.com
Thebull.fm
Thebeat.fm
KJZY991.com
Thewolf.fm

College Central – California Community College Job Board

<https://www.collegecentral.com/caccjobs>

California Employment Development Department

www.caljobs.ca.gov

California Broadcasters Association

www.yourcba.com

Craigslist.com – purchase ads when requested

www.craigslist.org

University of California, Berkeley Career Center – purchase ads when requested

<http://jobs.calaxe.com>

Inside Radio

www.insideradio.com

LinkedIn

www.linkedin.com

Media Recruiter

www.mediarecruiter.com

Radio Ink

www.radioink.com

Facebook post on Stations' Facebook pages as requested

The Stations continue to refine procedures and increase recruitment sources.

The Stations will regularly assess and improve recruitment methods and sources by analyzing their effectiveness and making changes as appropriate.

Specific Full-Time Positions Filled

None

Specific Full-time Positions Open

Sales & Marketing Consultant 1

Full-Time Positions Hired 8/1/20-7/31/21

**Due to the Covid-19 Pandemic there were no hires during this period.
One newly created position remains open.**